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Training 3-1

6 January 1969

## MEMORANDUM FOR THE RECORD

25X1 SUBJECT: [REDACTED]

25X1 1. [REDACTED] is a military Support CT who is scheduled to civilianize on 5 January 1969. Upon his graduation from the Support CT course last July, he opted for the Personnel Career Service and has been assigned to [REDACTED] Staff as a detailee from Personnel. He is an operations research type and according to [REDACTED] has been performing very well. [REDACTED] does not intend to remain long with us, however, because he is dissatisfied with the grade (GS-09) offered.

25X1 2. The CTP policy for civilianization grade of military CT's is based on the CT training class that the military detailee joins upon his return to the Agency. When the class is promoted upon completion of training, the military CT is given a paper promotion which permits him to civilianize with four to six months in grade. Then when the class is given its second promotion, usually ten to twelve months after the first, the civilianized military CT is promoted along with this class, assuming good training performance. [REDACTED] case he EOD'd as a GS-08, was given a paper promotion to GS-09 in September 1968; this means he will be eligible for promotion to GS-10 next July. Exceptions to this policy are made for military CT's who achieve an outstanding training performance.

25X1 3. Unfortunately when [REDACTED] inquired about his civilianization grade, the CTP mistakenly told him it would be GS-10. They corrected their error very quickly, but the damage had been done. Apparently the error was caused by CTP confusion over what [REDACTED] EOD grade should have been.

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4. [redacted] told the CTP that a GS-09 was unacceptable and negotiated aggressively but unsuccessfully to get a 10. He no doubt rightly claimed he could get an operations research job on the outside for \$1000 more than even a GS-10. In negotiations [redacted] also stated that the DDS promotion policy for CT's was only six months time in grade and he could expect a GS-10 very shortly. This is not the DDS policy; our policy goes along with the CTP schedule. I clarified this immediately with [redacted]

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5. I checked with the CTP on the possibility of [redacted] getting a GS-10 on the basis of his good performance [redacted] and his academic background in operations research. CTP told me that there were eight military CT's civilianizing at the same time and of the eight he would rate possibly seventh based on his training performance. They did not feel it would be a wise precedent to make an exception in his case because of the impact on his peers.

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6. While discussing [redacted] work with him a few weeks ago, his civilianization grade problem was surfaced. I told [redacted] about my checking with the CTP and their reaction. He indicated that a GS-09 was unacceptable and that he would probably seek employment on the outside. He is now in touch with our out-placement people.

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7. [redacted] is an aggressive young man, somewhat immature but obviously has high potential. He apparently antagonized CTP program officers by his attitude and was unable to sell them on the desirability of civilianizing him at GS-10. In any event, I think the essential problem is that military detailees do not understand clearly what grade they can expect upon civilianization and when their next promotion will occur. I suggested to the CTP that it is critical to communicate to military CT's upon their return to the Agency the civilianization grade and promotion policy.

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[redacted]  
Support Operations Staff/DDS

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